



14 October 1980

MEMORANDUM FOR: Deputy Director for Administration  
Director, National Foreign Assessment Center  
Deputy Director for Operations  
Deputy Director for Science and Technology  
Chairman, E Career Service

FROM : Harry E. Fitzwater  
Director of Personnel Policy, Planning, and Management

SUBJECT : Reemployed Annuitants

REFERENCE :  dated 22 February 1980

STATINTL

1. During the later part of August, a combination of economic factors made it financially beneficial for many Agency employees to retire prior to 1 September 1980. Unfortunately, the time frame within which it was necessary for employees to make their retirement decisions allowed little time for components to select qualified replacements. As a result, the Agency found it necessary to reemploy a number of the retirees to perform temporarily the duties of the positions from which they retired.

2. In approving the use of rehired annuitants under such circumstances, we have limited the term of employment to 90 days or less in almost every case, with the expectation that a replacement would be selected within the approved period and that a further extension of the annuitant's employment in his former position would be unnecessary. With the lead time available for selection of a replacement, it will be extremely difficult to approve an extension. In those rare instances where it becomes necessary for a component to request a further extension of the annuitant's employment, the request must outline the component's progress in selecting a replacement and specify firm plans for completion of the turnover.

Harry E. Fitzwater

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